

KTTC Television
EEO PUBLIC FILE REPORT
November 21, 2013 - November 30, 2014

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Creative Services Producer	1-4, 6, 10, 12-17, 19-24, 26-44, 47-58, 60-63	17
Production (Part Time)	1, 3-4, 6-7, 10-12, 14-16, 19-24, 26-44, 47-58, 60-63	39
Production (Part Time)	1, 3-4, 6-7, 10-12, 14-16, 19-24, 26-44, 47-58, 60-63	22
Production (Part Time)	1, 3-4, 6-7, 10-12, 14-16, 19-24, 26-44, 47-58, 60-63	39
Promotions Supervisor	1, 3-4, 6-7, 9, 12, 14-16, 19-24, 26-44, 47-58, 60-63	9
Marketing Specialist	1, 3-4, 6, 12, 14-16, 19-24, 26-38, 40-44, 47-63	21
Sales Manager	1, 3-4, 6, 8, 12, 14-16, 19-24, 26-38, 40-44, 47-63	8
Executive Producer	1, 3-4, 6, 12, 14-16, 18-24, 26-44, 47-58, 60-63	18
Anchor/Producer	1, 3-4, 6, 10, 12, 14-16, 19-24, 26-38, 40-44, 46-58, 60-63	10
Producer/Host	1, 3-4, 6, 12, 14-16, 19-38, 40-44, 47-58, 60-63	40
Account Executive	1, 3-4, 6, 10, 12, 14-16, 19-24, 26-38, 40-44, 47-58, 60-63	24
News Producer	1, 3-6, 12, 14-16, 19-24, 26-32, 34-38, 40-45, 47-58, 60-63	49
Newscast Director/MCO	1, 3-4, 6-7, 12, 14-16, 19-24, 26-38, 40-44, 47-58, 60-63	22
Multimedia Journalist	1, 3-4, 6, 12, 14-16, 19-24, 26-38, 40-44, 47-58, 60-63	22
Photographer	1, 3-4, 6, 12, 14-16, 19-24, 26-38, 40-44, 47-58, 60-63	22

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arizona State University Attn: Michael Wong P. O. Box 871305 Tempe, Arizona 85287 Phone : 602-527-0820 Email : mike.wong@asu.edu Mike Wong	N	0
2	Austin Daily Herald 310 2nd Street NE Austin, Minnesota 55912 Phone : 507-434-2222 Email : classifieds@austindailyherald.com Fax : 1-507-437-8644 Sherri Slowinski	N	0
3	Boston University-Dept. of Journalism 640 Commonwealth Ave. Boston, Massachusetts 02215 Phone : 617-353-1086 Email : jodept@bu.edu Fax : 1-617-353-1086 Career Service	N	0
4	Broadcasting & Cable 28 East 28th Street 12th Floor New York, New York 10016 Phone : 212-378-0400 Classified Ads Manual Posting	N	0
5	Career Fair	N	1
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Career Service Manual Posting	N	0
7	Current Employee	N	3
8	Current Employee - Transfer/Promotion	N	1
9	Current Employee/Internal Promotion	N	1
10	Employee Referral	N	8
11	Employment Agency	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	FOX 47 Website 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-280-5137 Url : www.fox47kxlt.com Email : dforti@kttc.com Fax : 1-507-288-6278 Donnie Forti	N	0
13	Hispanic Link News Service 1420 N Street NW Washington, District of Columbia 20005 Phone : 202-234-0280 Email : carlose@hispaniclink.org Fax : 1-202-234-4090 Carlos Erickson	N	0
14	Illinois Center for Broadcasting 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : Placement.lombard@beonair.com Fax : 1-630-916-1764 Dave Cogozzo	Y	0
15	Illinois Institute of Art 1000 Plaza Drive Schaumburg, Illinois 60173 Phone : 847-598-6815 Url : www.artinstitutes.edu/schaumburg Email : dsattler@aia.edu Fax : 1-847-585-4658 Danielle Sattler	Y	0
16	Indiana Broadcasters Association 3003 E 98th St Indianapolis, Indiana 46820 Phone : 317-573-0119 Email : indba@aol.com Fax : 1-317-573-0895 Gwen Piening	N	0
17	Internal Candidate Ryan Bliss	N	3
18	Internal Posting	N	1

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19	Kaplan University 4655 121st St Urbandale, Iowa 50323 Phone : 515-727-2100 Email : lgelhaar@kaplan.edu Laurie Gelhaar	N	0
20	KTIV-TV 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 800-234-5848 Email : kclayton@ktiv.com Fax : 1-712-239-2621 Kathy Clayton	N	0
21	KTTC On-Air 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : ljacobs@kttc.com Fax : 1-507-288-6324 Jodi Neyens	N	7
22	KTTC Web Site 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-280-5137 Url : www.kttc.com Email : dforti@kttc.com Fax : 1-507-288-3278 Donnie Forti	N	27
23	KWWL-TV 500 East Fourth Street Waterloo, Iowa 50703 Phone : 319-291-1200 Email : syoungblut@kwwl.com Fax : 1-319-291-1255 Sandy Youngblut	N	0
24	KXLT Website Rochester, Minnesota 55901 Email : dforti@kttc.com Donnie Forti	N	3

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25	Mason City Globe Gazette 300 North Washington P. O. Box 271 Mason City, Iowa 50401 Phone : 641-423-2274 Email : classads@globegazette.com Career Service	N	0
26	Medialine Attn: Mark Shilstone P. O. Box 51909 Pacific Grove, California 93950 Phone : 831-648-5200 Email : medialine@medialine.com Mark Shilstone	N	0
27	Medill School of Journalism Northwestern University 1845 Sheridan Road Evanston, Illinois 60208 Phone : 847-491-5634 Url : www.medill.northwestern.edu Email : medillcareerservices@northwestern.edu Fax : 1-847-467-2319 Jim O'Brien	N	0
28	Minnesota Broadcasters Assn 3033 Excelsior Blvd Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda Lasere	N	0
29	Minnesota DEED 1st Bank Bldg 322 Minnesota St, Suite E200 St. Paul, Minnesota 55101-1351 Phone : 651-259-7557 Email : jim.finley@state.mn.us Jim Finley	N	0
30	Minnesota School of Business 2521 Pennington Dr NW Rochester, Minnesota 55901 Phone : 507-535-8050 Url : http://employers.msbcollge.edu Email : cgore@msbcollge.edu Fax : 1-507-535-8011 Chris Gore	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Minnesota Works 300 11th Ave. NW Rochester, Minnesota 66901 Phone : 507-285-7318 Url : www.minnesotaworks.net Email : victoria.tiff@state.mn.us Victoria Tiff	N	0
32	Missouri School of Journalism 76G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : collinsks@missouri.edu Barbara Willis	N	0
33	NAACP P. O. Box 6472 Rochester, Minnesota 55903 Phone : 507-288-5300 Email : unit4051@naacp.org Dr. Matthew McCullough	N	0
34	NAB.org 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : www.nab.org Email : mduke@nab.org Michelle Duke	N	5
35	National Alliance State Broadcasters Association 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
36	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Email : aturner@nabj.org Fax : 1-301-445-7101 Aprill Turner	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	National Lesbian and Gay Journalists Association 2120 L Street NW Suite 840 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nljja.org Fax : 1-202-588-1818 Career Service	N	0
38	New Jersey Herald Two Spring Street Newton, New Jersey 07860 Phone : 973-383-1500 Email : rfichter@njherald.com Fax : 1-973-383-2194 Robin Fichter	N	0
39	None indicated (Source Unknown)	N	13
40	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View Valley View, Ohio 44125 Phone : 216-447-9117 Email : dclark@beonair.com Fax : 1-216-642-9232 Don Clark	Y	4
41	Ohio School of Journalism Park Place & Court St Athens, Ohio 45701 Phone : 740-593-2503 Email : depeel@ohio.edu Debbie Depeel	N	0
42	Quincy Herald Whig 130 South Fifth Street Quincy, Illinois 62301 Phone : 800-373-9444 Email : jschulz@qni.biz Fax : 1-217-223-9757 Jena Schulz	N	0
43	Quincy Newspapers, Inc. 130 South Fifth Street Quincy, Illinois 62301 Phone : 800-373-9444 Email : aborden@qni.biz Fax : 1-217-223-5019 Ashley Borden	N	1

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44	Riverland Community College Austin, Minnesota 55912 Phone : 507-379-3361 Email : mindi.askelson@riverland.edu Fax : 1-507-433-0524 Mindi Askelson	N	0
45	Rochester Post Bulletin 18 1st Ave. SE Rochester, Minnesota 55904 Phone : 507-285-7777 Email : addesign@postbulletin.com Fax : 1-507-285-7788 Career Service	N	0
46	Self Referral	N	1
47	Society of Professional Journalists Minneapolis Chapter Minneapolis, Minnesota 55414 Phone : 952-882-2471 Email : scott.theisen@gmail.com Scott Theisen	N	0
48	TV News Check 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 215-901-9495 Url : http://www.newscheckmedia.com Stephen Stoltz Manual Posting	N	0
49	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800.374.0119 Url : www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	8
50	University of Kansas 2066 Dole Center 1000 Sunnyside Lawrence, Kansas 66045 Phone : 785-864-0608 Email : utsler@ku.edu Dr. Max Utsler	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	University of Wisc - Madison Atmospheric & Oceanic Science 1225 W Dayton St. Madison, Wisconsin 53706 Phone : 608-262-2828 Email : aos@aos.wisc.edu Fax : 1-608-262-0166 Toni Sumner-Beebe	N	0
52	University of Wisc - Madison Letters & Science Career Serv 1305 Linden Dr. Suite 205 Madison, Wisconsin 53715 Phone : 608-262-3921 Fax : 1-608-262-3922 Job Posting Manual Posting	N	0
53	UNL, Broadcasting Dept. 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-0876 Url : www.journalism.unl.edu/cojmc/careers/jobsubmit.shtml Marilyn Hahn Manual Posting	N	0
54	Veteran's Services 2100 Campus Dr SE Suite 200 Rochester, Minnesota 55904 Phone : 507-328-6355 Email : applen.karen@co.olmsted.mn.us Karen Applen	N	0
55	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kfuller@waow.com Fax : 1-715-848-0195 Kelly Fuller	N	0
56	WGEM-TV 513 Hampshire Quincy, Illinois 62301 Phone : 800-728-6600 Email : tstutheit@wgem.com Fax : 1-217-228-6670 Terri Stutheit	N	0

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57	Winona State University 110 Gildemeister P. O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 1-507-457-5516 Vicki Decker	N	0
58	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : msyverud@wkow.com Fax : 1-608-274-9514 Melissa Syverud	N	0
59	Word of Mouth Referral	N	2
60	WREX-TV 10322 Auburn Street Rockford, Illinois 61103 Phone : 800-223-9739 Email : ttruesdale@wrex.com Fax : 1-815-335-1002 Trista Truesdale	N	0
61	WSJV-TV 58096 CR #7 S Elkhart, Indiana 46517 Phone : 800-975-8881 Email : hstewart@fox28.com Fax : 1-574-294-1267 Heather Stewart	N	0
62	WVVA-TV Route 460 Bypass Bluefield, West Virginia 24701 Phone : 304-325-5487 Email : asluss@wvva.com Fax : 1-304-327-5586 Audrey Sluss	N	0

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63	WXOW-TV 3705 County Highway 25 LaCrescent, Minnesota 55947 Phone : 507-895-9969 Email : twopat@wxow.com Fax : 1-507-895-8124 Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			90

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	5/30/2014	Establishment of an intern program designed to assist members of the community	<p>KTTC Internship Program is designed to enhance the student's career goals, teach them how a television station operates, and teaches skills in news, production, promotion, creative services, or sales.</p> <p>We hosted three news interns in the summer session of 2014. They were part of our Quinternship Program (paid). Student-Quinterns were from Winona State University and Ohio University.</p>	1	News Director	1.00
2	6/30/2014	Participation in scholarship programs	<p>Minnesota Broadcasters Association - 2014 James J. Wychor Scholarship Program.</p> <p>The MBA awards the James J. Wychor Scholarships to Minnesota residents who meet the criteria. The MBA will award a \$1,500 scholarship to qualified candidates which must be used during the 2014-2015 school year. Scholarship recipients must be accepted or enrolled at an accredited post-secondary institution, and enrolled in courses preparing them for a career in broadcasting or electronic media.</p> <p>One Rochester student requested an application.</p> <p>We promoted the scholarship in on air spots and make applications available at the station or by contacting the station.</p>	2	Administrative Assistant Promotions Supervisor	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
3	10/16/2014	Participation in events or programs sponsored by educational institutions	Met with Student Success and Career Advisor from Winona State University (WSU) regarding potential areas of collaboration for assisting students in meeting their career goals. WSU was unaware of the paid internship program available to undergraduate and graduate students through KTTC. We will continue ongoing efforts to further promote programs with WSU, including potential development of a mentorship program. Provided information on internship program to the Career Advisor to distribute to current students.	1	Administrative Assistant	0.25
4	10/29/2014	Participation in events or programs sponsored by educational institutions	Producer took part in Major and Career Exploration Fair as an Alumni of Winona State University representing the Mass Communications Department. The purpose of the fair was to give students an idea of what a typical day is like in the various fields and what they can do to prepare; as well as answer any questions that they may have had.	1	Producer	0.25
5	11/11/2014	Participation in other activities designed by the station employment unit	KTTC Tours - 10 tours given in 2014. 100 people toured the station...from Cub Scouts, students, church groups and developmentally disabled adults. They learned how a television station operates and received information about careers in broadcasting. Many were interested in careers in broadcasting.	11	Traffic Manager Administrative Assistant Promotions Manager Creative Services Producer	1.00
6	11/18/2014	Participation in events sponsored by community groups	Chief Engineer participated in the Rochester Chamber of Commerce Foundation's 2014 Science Technology Engineering and Math (STEM) Summit. The STEM Summit is an opportunity for 2,300 middle and high school students in the Rochester area to get excited about pursuing further education and a career in Science Technology Engineering or Math by connecting them, in a highly interactive manner, to businesses that utilize STEM skills and educational institutions that offer STEM courses.	1	Chief Engineer	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
TOTAL POINTS OVER REPORTING PERIOD:						3.75